

EMPLOYMENT FIRST

investing in success

Hoosiers with disabilities have the highest unemployment rate of any minority. They want to work and reduce their reliance on state and federal subsidies. Some are able to secure employment on their own but many need assistance to overcome stereotypes, develop work experience, and become independent. The Indiana Employment First Coalition believes that a strong economy is fueled by all Hoosiers working and contributing to the bottom line. Hoosiers with disabilities must be enlisted as part of the economic development strategy to move Indiana forward.

RETURN ON INVESTMENT — FUELING THE ECONOMY

People with disabilities are our state's largest minority group — 20% of all Hoosiers. 29% of all families include a member with a disability. Recent breakthroughs in education, rehabilitation, assistive technology, and transportation have added many people with disabilities to the work force. Information indicates that:

People earn more and pay back in the form of taxes to the state and purchasing power.

- For every Indiana tax dollar spent, \$5.59 is returned to Indiana's economy in the first year in the form of Hoosier earnings (a \$1.19 return for every combined Federal/Indiana tax dollar).
- The return on investment increases exponentially each year as prior years' clients retain employment and new clients enter the workforce each year.

Figures taken from: <http://www.in.gov/fssa/servicedisabl/vr/infosheet.html>

- People in supported employment in Indiana increase earnings 5 times.

Day and Employment Services Outcome Systems Report, Indiana Institute on Disability and Community, 2005

Costs for long-term services are less when people are working.

- An 11 year study completed in Indiana supports that Medicaid cost for individuals with a mental illness are reduced when the individual returns to competitive employment.
- The average cost of returning a typical individual with a mental illness to work is approximately \$2,280.

Perkins, Born, Gaines, and Galka, Psychiatric Rehabilitation Journal, Winter 2005

Businesses benefit from hiring people with disabilities through increased productivity.

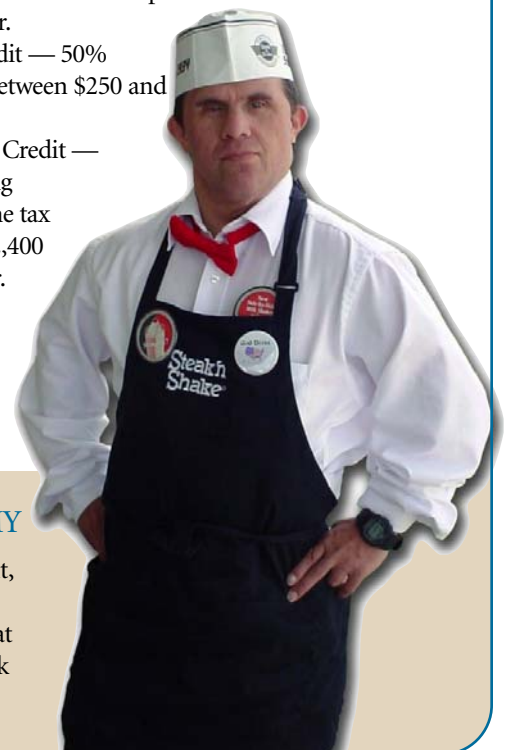
- People with disabilities have above average safety records, above average job performance and above average attendance.
- Every \$1 employers spend in disability-related accommodations saves \$34 in Workers' Compensation, insurance and training costs.
- Employers consistently report satisfaction with the person they hire and the services they receive from the supported employment staff.

www.doleta.gov

Additional incentives make it easier than ever to hire.

- Architectural /Transportation Tax Deduction — up to \$15,000 per year.
- Small Business Tax Credit — 50% credit for expenditures between \$250 and \$10,250.
- Work Opportunity Tax Credit — federal tax credit reducing employers' federal income tax liability by as much as \$2,400 per qualified new worker.

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EMPLOYMENT SUMMIT — AN INVESTMENT IN INDIANA'S ECONOMY

On September 29, 2005, the Employment First Coalition brought together leaders of government, business, labor, community and education, and the non-profit sectors to create a strategic plan ensuring employment is an outcome for all Hoosiers with disabilities. All stakeholders agreed that people with disabilities are an important employment resource. The Coalition continues to work together to implement the many strategies identified at the Summit.

MYTHS AND FACTS ABOUT EMPLOYMENT AND PEOPLE WITH DISABILITIES

Myths are roadblocks that interfere with the ability of persons with disabilities to have equality in employment. These roadblocks usually result from a lack of experience and interaction with persons with disabilities. This lack of familiarity has nourished negative attitudes concerning employment of persons with disabilities. Listed below are some common myths and the facts that tell the real story.

MYTH: Hiring employees with disabilities increases workers' compensation rates.

FACT: Insurance rates are based solely on the relative hazards of the operation and the organization's accident experience, not on whether workers have disabilities.

MYTH: Employees with disabilities have a higher absentee rate.

FACT: Studies show that employees with disabilities are not absent any more than employees without disabilities.

MYTH: Persons with disabilities need to be protected from failing.

FACT: Persons with disabilities have a right to participate in the full range of human experiences including success and failure.

MYTH: Persons with disabilities are unable to meet performance standards, thus making them a bad employment risk.

FACT: In 1990, DuPont found 90% of people with disabilities surveyed rated average or better in job performance compared to 95% for employees without disabilities.

MYTH: Considerable expense is necessary to accommodate workers with disabilities.

FACT: Most workers with disabilities require no special accommodations and the cost for those who do is minimal or much lower than many employers believe. Studies by the Job Accommodation Network have shown that 15% of accommodations cost nothing and 51% cost between \$1 and \$500.

MYTH: Employees with disabilities are more likely to have accidents on the job.

FACT: In the 1990 DuPont study, the safety records of both groups were identical.

October 1994

Source: www.socialsecurity.gov

THE FACTS



Tom has worked successfully for over three years as a switchboard operator at a large hospital. "Helping to organize my job search was key in my securing the position."



Winnie is a nurse at a large specialty hospital in a large city. This is what she says about supported employment: "I never thought I could work as a nurse again but because of the support and help I got through employment services I gained the confidence I needed to return to the field I love."



Carolyn (right) with her supervisor (left) receives an appreciation gift for her 10-year anniversary with McDonalds.

THE 2005 EMPLOYMENT FIRST COALITION

IN-APSE: the network on employment, INARF, Indiana Arc, Social Security Administration, Office of Medicaid Planning and Policy, Vocational Rehabilitation, BehaviorCorp, Mental Health Association in Indiana, Indiana Protection & Advocacy, Indiana Institute on Disability and Community, SECT Center and Indiana Governor's Council for People with Disabilities